

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY DEPARTMENT OF ADULT AND JUVENILE DETENTION AND
UNIFORMED COMMAND ASSOCIATION
Regarding Workplace Violence Prevention Policy

This Memorandum of Understanding is entered into by the Uniformed Command Association (the "Association") and the King County Department of Adult and Juvenile Detention (the "Department").

I. RECITALS

1. The Parties have entered into a collective bargaining agreement effective from January 1, 2006 to December 31, 2008.
2. The County adopted an Administrative Policy and Procedure, titled "Workplace Violence Prevention," Document Code No. PER 18-8, which states, in part:

6.3 Weapons Prohibited. This policy prohibits executive branch officers and employees from wearing, transporting, or storing, firearms or other dangerous weapons within County buildings or facilities, in a County vehicle, or on their person while on County business. Any employee in possession of a firearm or other weapon within County buildings or facilities, in a County vehicle, or otherwise fulfilling job responsibilities may face disciplinary action including termination of employment. Possession of a valid concealed weapons permit authorized by the state of Washington is not an exemption under this policy.
3. The Association made a timely demand to bargain over the adoption and implementation of this policy, due to concerns regarding section 6.3.
4. The Department has a longstanding practice of providing gun lockers within the King County Corrections Facility and the detention area (as opposed to the court area) or the Regional Justice Center for use by employees.

II. AGREEMENT

In consideration of the above, NOW, THEREFORE, the parties agree to the following:

1. The parties agree to the adoption and implementation of the Workplace Violence Prevention Policy as to members of the Association, PROVIDED that section 6.3 of this policy shall not apply to Association members who bring a firearm into the King

County Correctional Facility, the detention area of the Regional Justice Center, or the Court Detail area of the Courthouse for storage in a gun locker. Such employees may also bring a firearm into a County building to the extent necessary to travel between the work areas described above and their personal vehicles or other means of transportation to and from work.

2. Notwithstanding the above, any employees who are not legally authorized to possess a firearm are not permitted to bring a firearm onto County property.
3. All other Department or County policies, regulations and procedures which govern the use of gun lockers or the possession of weapons within the King County Corrections Facility or the detention area of the Regional Justice Center will continue to apply.
4. **Duration of Agreement:** This Memorandum of Agreement will expire upon expiration of the current collective bargaining agreement.

For the Uniformed Command Association:

Captain Christopher Boone, President
Uniformed Command Association

Date

For King County:

Reed Holtgeerts, Director
King County Department of Adult and Juvenile
Detention

Date

For King County:

Claudia M. Balducci, Labor Negotiator
King County Department of Executive Services

Date